

## Preamble

AFGE Council 238 (Union) and the U.S. Environmental Protection Agency (Agency) enter into this MCBA to reflect our mutual values and commitment in a manner that safeguards the rights of EPA bargaining unit employees and supports the EPA mission to protect human health and the environment. Through this contract, the Parties seek to establish a clear mutual understanding of the Parties' rights and obligations concerning conditions of employment, to establish mutual respect, and to strengthen our ability to meet the EPA's mission. EPA's employees are its most valuable resource, and the Parties recognize the inherent dignity of every EPA employee. The Agency and the Union affirm that the public interest demands the highest standards of employee performance and the continued development and implementation of modern and progressive work practices to facilitate the successful accomplishment of the mission of EPA. This contract supports the Agency, the Union, and employees in fostering long-term careers at EPA. This contract memorializes Agency, Union and employee rights and obligations.

### FOR THE AGENCY

*Robert Coomber* June 17, 2022

Robert Coomber, EPA LERD, Date  
National Chief Negotiator

### FOR THE UNION

Joyce Howell, AFGE Council 238, Date  
Chief Negotiator for Future of Work